



JULY 2005

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State of Utah

Department of Workforce Services



North Region
Randy Hopkins
Regional Director

2540 Washington Blvd.
Ogden, UT 84401
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Labor Law Seminar

More than 50 business representatives from 30 different companies gathered together for a "Employer Labor Law 101" seminar conducted by North Region DWS Business Services in partnership with the U.S. Department of Labor and the Utah Labor Commission.

Dean Campbell from the Department of Labor and Brent Asay, from the Utah Labor Commission made their presentations and gave employers the unique opportunity to get information and clarification, on a wide variety of topics, straight from the agencies that monitor and enforce federal and state laws.

We look forward to continuing this partnership with the Utah Labor Commission and the Department of Labor, which will allow us to offer this seminar annually.

What You Missed Out On:

Some of the topics covered by Mr. Asay from the Utah Labor Commission were:

Start of Employment Topics

Rate of Pay/Type of Pay
Day and Place of Payment
Uniforms- cost to employee, what constitutes a uniform, refundable deposit

During Employment Topics

Notice of Changes
Lunches and Breaks
Minimum Wage
Vacation, Severance Pay, Holiday Pay, Sick Pay, and Bonuses



Dean Campbell, U.S. Dept. of Labor, at Bridgerland Applied Technology Center

Davis, Weber, and Morgan County employers were hosted at the Roy Employment Center while the session for employers from Box Elder, Cache, and Rich Counties were hosted at the Bridgerland Applied Technology College in Logan.

If you would like more information about this and other employer seminar, please contact your local DWS office.

End of Employment Topics

Employee Fired- Unpaid Wages Due
Employee Quit- Unpaid Wages Due

Topics covered by Mr. Campbell from the Department of Labor were:

Fair Labor Standards Act, Major Provisions

Minimum Wage
Overtime Pay
Child Labor
Record keeping

UPCOMING EVENTS/ SEMINARS

Veterans Job Fair

July 13, 2005 at Ogden/Weber Applied Technology Center, 8:30 AM to 12:00 PM, contact Sam Sanchez (801) 776-7826 or samuelsanchez@utah.gov for more information.

Employer Seminar

September 21, 2005

"Apprenticeships" Davis Applied Technology Center. 7:00 AM to 9:00 AM. To register, contact Debbie Nordfelt (801) 298-6628 or dnordfelt@utah.gov

BUSINESS CONSULTANTS

• Brigham

Craig Stewart (435) 734-4066

• Davis

Debra Nordfelt (801) 298-6628
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Eileen Moore (801) 776-7820

• Logan

Ted Nyman (435) 792-0302

• Weber

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Anthony Kelly (801) 776-7241

Executive Director Tani Downing is Committed to Utah Business

by Tani Downing, Executive Director, DWS

It is a great honor to have been selected by Governor Huntsman to lead the Department of Workforce Services (DWS). DWS, since its inception, has been dedicated to providing vital services, information, education and innovative practices to support the Utah business community. This dedication to Utah business is a cornerstone of Governor Huntsman's Economic Revitalization Plan, and DWS will play a major role.



You may not realize it, but Utah's Department of Workforce Services is nationally recognized as operating one of the most innovative and effective integrated service delivery systems for employers and job seekers! On a national basis, our peers consistently rate Utah's Labor Market Information system in our [Workforce Information](#) division as one of the best in the country. This is also true for our [Unemployment Insurance](#) operations as well as our [employment exchange](#) functions.

Many of the practices we have initiated here in Utah have been envied and duplicated by other states. Practices such as electronic filing of Unemployment Insurance for both employers and claimants; putting the power of our applicant pool on your desktop. By doing so, you can search directly from our database for qualified workers.

Making the investigation of wage and economic data as simple as opening up our website [jobs.utah.gov](#) – innovation, effectiveness and efficiency will always be our goals. Another service we

provide to Utah business is our statewide [educational seminars](#) designed to keep you up to date on the latest issues facing business today.

Where are we going next?

We have been holding a series of Executive Roundtables with industry leaders to determine where constriction points are in maintaining and attracting the quality workers our businesses continue to require. We are working with our education partners on identifying these issues and developing solutions to them.

One recent example is in Health Care. We currently do not have enough training capacity in Utah to train the number of nurses needed to meet our demand. We partnered with the University of Utah to apply for, and have received a grant from the U.S. Department of Labor to assist in increasing the number of instructors coming out of the U of U. This will have a huge affect on our capacity to train more nurses in a very short amount of time.

Another example is our work with our education partners to pilot and eventually offer a statewide course for new members of the workforce that will teach the competencies of 'soft skills' in the workplace. Things like teamwork, showing up on time, dressing appropriately and customer service basics. These are areas of concern many employers share– and we are looking for ways to address them.

We intend to continue with innovation and quality to support our economic infrastructure. Whether it is in support of a business that has operated in Utah for generations, or assisting economic development in attracting good paying jobs to our state, DWS will be here, dedicated to providing the quality of services you expect and require.

Economic Resource for Employers

Workforce Information generates data about the economy and the labor market that can help employers make good business decisions. While much of our information is published in hard copy, the best way to access all our [economic data](#) is on-line through our Web page that is geared to business. You will find a wealth of useful information, including:

- [Wages](#) for over 500 occupations in Utah, broken out into Entry, Average, Median and Middle Range figures. Wages for many occupations are also available for sub-state areas, and the data is updated twice a year.
- [TrendLines](#) magazine and [TrendLines Extra](#). TrendLines magazine is a bi-monthly publication that reports on the economy of Utah, the U.S. and the metro and non-metro parts of Utah. Each issue has a different theme and it is always written in plain English so you don't have to be an economist to understand it. TrendLines Extra is a weekly web-only digest of economic news. It's a quick, easy way to stay current on what's happening in the economy.
- [Producer Cost Index](#)
- [Consumer Price Index](#)
- [Equal Employment Opportunity Information](#)
- [County-specific economic information](#)
- [Industry information](#)
- Links to other helpful sites:
 - [Labor Law](#)
 - [FirmFind](#)
 - [U.S. Dept. of Labor](#)
 - [Our Workforce Information Experts' contact information](#)
 - [Recent news releases from Workforce Information](#)
 - [Davis-Bacon Wages](#)

- [UEDV=Utah Economic Data Viewer](#): a retrieval system that searches a database and builds a report within parameters set by the user. This tool is on both our main page and the Business Information page. Use it for wage information, labor force data, population statistics, or industry employment and wages.

You can [subscribe to receive automatic e-mail notification](#) when the item you specify (such as TrendLines Extra or the unemployment rate) is updated.

To stay abreast of the latest data and information that matters to you, take these two steps:

- Subscribe to the information you choose, and
- Bookmark your favorite pages for easy retrieval.

If you have economic questions that you can't find answers for on our website, please feel free to contact your regional economist:

North Region (*Box Elder, Cache, Rich, Weber, Morgan and Davis counties*):
[John Mathews](#) (801) 526-9467 or
johnmathews@utah.gov

Central Region (*Salt Lake and Tooele counties*):
[James Robson](#) (801) 526-9626 or
jrobson@utah.gov

Mountainland Region (*Utah, Wasatch and Summit counties*):
[James Robson](#) (801) 526-9626 or
jrobson@utah.gov

Eastern Region (*Duchesne, Uintah, Daggett, Emery, Carbon, Grand and San Juan counties*):
[Michael Hanni](#) (801) 526-9403 or
mhanni@utah.gov

Western Region (*Washington, Iron, Kane, Wayne, Garfield, Piute, Beaver, Millard, Sevier, Sanpete and Juab counties*):
[Lecia Langston](#) (435) 688-3115 or
lecialangston@utah.gov

Required Labor Law Posters Available Online and at DWS Offices

Utah labor law posters are available at DWS offices or [downloadable](#) from our Web site, [jobs.utah.gov](#). Visit the *Employer Resource Section* for required poster information.

- 5-in-1, Red/White/Blue DWS required poster resource. Be sure that you have our most current printed version dated: **02/01/05**, the date is located in the lower left hand corner of the poster. If you need to update your poster, contact your local DWS Employment Center for assistance.
- Uniformed Service Employment & Reemployment Rights Act (USERRA) poster information, all employers are required to have this information posted. Visit the Department of Labor Veterans Web site to download this poster <http://www.dol.gov/vets/>

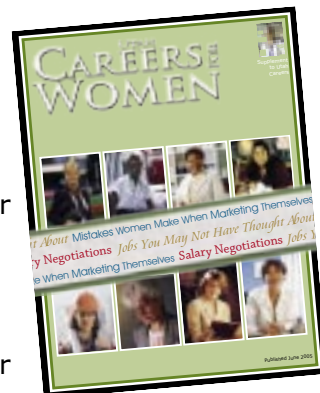
Nursing industry gets an \$871,000 Boost

U.S. Secretary of Labor Elaine L. Chao announced an award of \$871,000 to University of Utah for its Clinical Faculty Associate (CFA) Model. The U of U is one of 12 winners selected from nearly 230 national applicants competing for funding under the President's High Growth Job Training Initiative.

The CFA model is a collaborative initiative with the **Department of Workforce Services** and **University of Utah, Intermountain Health Care** and **Veterans Administration** hospitals.

The U of U will use the grant to increase the number of clinical faculty available to train nurses at the baccalaureate level and to help retain clinical nurses and faculty by promoting career advancement. Training additional CFAs will allow the university to admit more students into its nursing program. The openings will be made available to students eligible for training funds under the Workforce Investment Act. Thirteen clinical faculty associates will enroll in the Teaching Nursing program over two years and 32 additional students will enter baccalaureate nursing programs. The new instructors will help in expanding the number of students enrolled in nursing programs across the state.

New Career Guide for Women Available From DWS



A new publication is now available to help women in planning their careers. Utah Careers for Women is a supplement to the Department of Workforce Services' annual adult career guide, Utah Careers. Written for post-high school women, it addresses issues including balancing work and family, negotiating salary, mistakes women make in marketing themselves, working from home, legal issues such as maternity leave and sexual harassment, the wisdom of choosing a non-traditional job, re-entering the workforce, and more.

Utah has a higher percentage of women in the workforce than the national average. Utah Careers for Women provides the facts about women, wages and work, and can help women plan realistically for meeting their needs.

"Utah Careers for Women spells out how women can overcome some major self-limitations and get the job, the salary, and the career they need and want. It's also full of facts and data about the job market, wages, education and benefits that women need to know," says Connie Blaine, editor and contributing writer for the publication.

Utah Careers for Women should be used with the main career guide, **Utah Careers**, which contains basic career information and advice for everyone. Both publications are available at no cost by calling (801) 526-9785 or by e-mail: mpjensen@utah.gov. Both guides also are on the DWS Web site, [jobs.utah.gov](#). Click on Economic Information, then on "Publications," and select the publication you want from the drop-down menu. All or parts of both publications can be printed out from any computer connected to the Internet and a printer.

For more information, please contact Connie Blaine at 801 526-9472.

Unemployment Figures Not At Bad As Thought



The civilian labor force is defined as the sum of two groups; those 16 years of age and older who are 1) working 2) or looking for work. In other words, you have to be an active participant in the labor force. The unemployment rate is a reflection of those who are looking for work. Naturally that rate rises and falls with the level of economic prosperity. Utah achieved its lowest unemployment rates of the last 35 years during the tech boom of the 1990s. The flip side of the unemployment rate would be the percent of the labor force that holds a job. The flip side of a 5 percent unemployment rate would be 95 percent employment. From either point of view, Utah's economy is looking pretty good.

2nd Annual

Employer 101/ Labor Law Basic Training / 2005

The 2nd Annual Employer 101-Labor Law Basic Training is now available for employer's to attend statewide. This year there will be a minimal registration fee to assist with refreshments and cost to host event: \$10.00 per COMPANY.

The Department of Workforces Services, the U.S. Department of Labor's Wage and Hour Division and the Utah Labor Commission have designed this annual training through our partnership to provide Utah employers with information about state and federal labor laws.

Please contact your local Business Consultant to register.

News You Can Use

Standard Examiner

Job growth has been solid across all major sectors

<http://www2.standard.net/standard/54648/>

Veterans returning to workforce get advice

<http://www2.standard.net/standard/51780/>

Salt Lake Tribune

Funding will help U. train more nursing instructors

http://www.sltrib.com/portlet/article/html/fragments/print_article.jsp?article=2790028

Doing a job on employment

http://www.sltrib.com/business/ci_2829954

Deseret News

Utah's momentum is high

<http://deseretnews.com/dn/view/0,1249,600134670,00.html>

10 Utah companies honored as best to work for

http://www.desnews.com/cgi-bin/cqcg_i_state/@state.env?CQ_SESSION_KEY=WUMYTNGEMEPV&CQ_CUR_DOCUMENT=30&CQ_TEXT_MAIN=YES

Currant Creek plant powers up for first time

<http://deseretnews.com/dn/view/0,1249,600144105,00.html>

Huntsman picks 6 'clusters'

<http://deseretnews.com/dn/view/0,1249,600144004,00.html>

Society for Human Resource Management

2005 Best Companies to work For

http://www.utahshrm.org/news_feature.asp?story=1145

University Of Utah News & Public Relations

Class of 2005 Faces Improved Job Market

http://www.utah.edu/unews/releases/05/may/job_outlook.html

Stay current on Utahs' economic news at:

<http://jobs.utah.gov/wi/Press/tlextra/tlextracurrent.asp>